

Exhibit 3

FRAGOMEN

W.R. GRACE & CO.

Proposed Fee Schedule for 2007

NONIMMIGRANT VISAS		Fees*
<u>B-1 Initial</u>		
- Straightforward		\$775.00
- Complex		\$2,000.00
<u>B-1 Extension</u>		
- Straightforward		\$775.00
<u>E-3 Initial</u>		
- Straightforward		\$1,500.00
- Complex		\$1,750.00
<u>E-3 Extension</u>		
- Straightforward		\$1,000.00
<u>H-1B Initial</u>		
- Straightforward		\$1,850.00
- Complex		\$2,100.00
<u>H-1B Extension</u>		
- Straightforward		\$1,100.00
- Complex or where firm did not prepare initial H-1B		\$1,600.00
<u>J-1 Initial</u>		
- Straightforward		\$1,100.00
- Complex		\$1,600.00
<u>J-1 Extension</u>		
- Straightforward		N/A
- Complex		N/A
<u>Blanket L-1 Initial</u>		
- Straightforward		\$1,600.00
- Complex		\$1,850.00
<u>Blanket L-1 Extension</u>		
- Straightforward		\$1,600.00
- Complex		\$1,850.00
<u>Individual L-1 Initial</u>		
- Straightforward		\$1,600.00
- Complex		\$1,850.00
<u>Individual L-1 Extension</u>		
- Straightforward		\$1,300.00
- Complex		\$1,600.00
<u>O-1 Initial</u>		
- Straightforward		\$2,625.00
- Complex		\$3,675.00
<u>O-1 Extension</u>		
- Straightforward		\$1,575.00
<u>TN Initial</u>		
- Straightforward		\$900.00
<u>TN Extension</u>		
- Straightforward		\$900.00

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<u>Replacement of Departure Record (I-94) (I-102)</u>	
- Filed with extension or change of status	\$375.00
- Filed separately	\$525.00
<u>Renewal of Nonimmigrant Visa Stamps at U.S. Consulate</u>	
- Each applicant	\$275.00
- Coordination of visa issuance including discussions with Consulate, scheduling appointment and briefing applicant	\$525.00 plus \$275.00 per location
<u>Extension/Change of NIV status for Dependent (I-539)</u>	
- Filed with principal	\$375.00
- Filed separately	\$800.00
- Complex	\$1,300.00
<u>Employment Authorization (EAD) (I-765)</u>	
- Each applicant	\$250.00
<u>Premium Processing (I-907)</u>	
- Filed simultaneously with NIV petition	\$250.00
- Filed separately	\$500.00
<u>Request for Evidence (RFE)</u>	
- Straightforward	\$750.00
- Complex	\$1,500.00
IMMIGRANT VISAS	
<u>Permanent Residence based upon PERM</u>	
- PERM	\$4,200.00
- Petition for alien worker (I-140)	\$1,100.00
- Application for permanent residence (I-485)	
- Principal applicant and spouse	\$1,575.00
- Each additional family member	\$375.00
<u>Permanent Residence exempt from PERM</u>	
- Petition for alien worker (I-140) Based on L-1 Multinational Transferee	\$2,650.00
- If firm prepared original L-1A	\$2,100.00
- I-140 Petition Based on Outstanding Researcher / Extraordinary Ability	\$3,675.00 - \$4,725.00
- Application for permanent residence (I-485)	
- Principal applicant and spouse	\$1,575.00
- Each additional family member	\$375.00
<u>Employment Authorization</u>	
- Principal applicant and spouse	\$525.00
- Each additional family member	\$275.00
<u>Advance Parole (Travel Document)</u>	
- Principal Applicant and Spouse	\$525.00
- Each additional family member	\$275.00
<u>Visa Processing</u>	
- Packet III and IV	
- Principal Applicant and Spouse	\$1,575.00
- Each Additional Family Member	\$375.00

"REMDOC"

FRAGOMEN**W.R. GRACE & CO.****Proposed Fee Schedule for 2007**

<u>Request for Evidence (RFEs) – (I-140) or (I-485)</u>	
- Straightforward	\$250.00
- Complex	\$750.00
<u>Attorney Appearances at I-485 Interview</u>	
- Local	\$800.00
- Out-of-town	Hourly
ADDITIONAL SERVICES	
	Fees*
<u>Application to renew Permanent Resident Card (I-90)</u>	
- Each applicant	\$750.00
<u>Naturalization Application</u>	
- Each Applicant	\$1,000.00
- Attorney appearance	\$750.00
<u>Reentry Permits: (I-131)</u>	
- Each applicant	\$750.00
<u>Visa Application for Corporations</u>	
- L-1 Blanket	\$2,500.00
<u>Special Projects</u>	
- Counseling i.e. I-9 Audit	Fee to be quoted prior to project.
- Training	

Matters not covered by the fees set forth would be billed on an hourly basis at the following rates:

Partner	\$350
Associate	\$250

*** - Disbursements -**

Domestic Federal Express	\$18.00
Miscellaneous [Telephone calls, faxes, photocopies, regular mail services]	4%

Important Notes:

- o The above fees are predicated upon the amount of effort and staffing normally required to obtain approval of such application. To the extent that a matter is complicated by extenuating circumstances requiring extensive telephone consultations, expeditious processing, difficulty conforming to eligibility requirements, or other special circumstances, a higher fee would be billed only after consultation with your organization. Out-of-pocket expenses including educational evaluations, translations, courier and messenger services will be itemized on each invoice.
- o All filing fees payable by client to U.S.D.H.S.